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Labour

COLLECTIVE AGREEMENT SURVEY IN THE BUILDING TRADES OF THE CONSTRUCTION INDUSTRY

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ECONOMICS AND RESEARCH DIVISION
NOVA SCOTIA DEPARTMENT OF LABOUR

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COLLECTIVE AGREEMENT SURVEY
IN THE
BUILDING TRADES
OF THE
CONSTRUCTION INDUSTRY

ECONOMICS AND RESEARCH DIVISION
NOVA SCOTIA DEPARTMENT OF LABOUR
HALIFAX, NOVA SCOTIA

HONOURABLE SCOTT MacNUTT
MINISTER

R. E. ANDERSON
DEPUTY MINISTER

FOREWORD

A program of continuing research in the area of industrial relations has resulted in the publication of several collective agreement surveys by the Economics and Research Division of the Nova Scotia Department of Labour. The adoption of a separate section of the Nova Scotia Trade Union Act to deal specifically with construction problems coupled with the general nature of the industry, per se, lends itself to additional analysis in this particular area.

For the purpose of this survey, the building trades encompass all those unionized workmen engaged in or assisting in the erection of lumber, lumber productions, structural steel, brick and stone masonry when those products are being incorporated into a building. The workers include those who are actually involved in the erection process or in assisting or serving as helpers or those engaged in the transportation or hoisting of construction materials on the job to any of the trades. Types of work covered in this analysis include plumbing, steamfitting, welding, sheet metal, plastering, metal lathing, bricklaying and stone masonry, tile laying, marble work, terrazo work, terrazo grinding, carpentry, labour, pipefitting and electrical work.

The cooperation of both union and management officials, without whose help this survey would not have been possible, is gratefully acknowledged.

Jean Dobson (Mrs.)
Director

Economics and Research Division
Nova Scotia Department of Labour
Halifax, Nova Scotia

- 1973 -

INTRODUCTION

An estimated 19,000[1] persons are employed in the Nova Scotia construction industry. Of this total, 10,200[2] construction workers in the Province are members of a trade union accounting for approximately 54 percent of the total estimated employment in this industry.

Of the 98 collective agreements analyzed 44 refer to Cape Breton Island including 12 for the Sydney area; seven are Provincial agreements; nine encompass the Halifax-Dartmouth area, while 35 specify mainland Nova Scotia and three include the five eastern counties.

Although the tables present Provincial data, a written account of regional highlights are also included in the report. The regions or areas selected for this purpose are: Halifax-Dartmouth, Sydney and the five eastern counties. The determining factors for arriving at these subdivisions are the incidence and availability of collective agreements in a particular area.

The analysis of collective agreements at times is somewhat complicated by uncertain phrases or wording which makes the job of the agreement analyst that much more difficult. Therefore, the code cards which form the data source of the survey tables are treated in strict confidence. This restricts the reader from identifying individual agreements and protects the decision or interpretation placed on specific provisions by the analyst.

The agreements utilized for analytical purposes in this study had at least a termination date of 1974 and in some cases 1975 or 1976.

The names of the unions and companies who contributed to this survey are included in the Appendix.

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1 Statistics Canada, "The Labour Force", Catalogue No. 71-001

2 Economics and Research Division, Nova Scotia Department of Labour, "Directory of Labour Unions in Nova Scotia", 1973. Fall, 1973.

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REGIONAL COMPARISONS

UNION SECURITY

The majority of contracts in the Halifax-Dartmouth, Sydney and northeastern county areas call for union shop with a compulsory dues check-off. Preferential hiring of union members was found to be a unanimous provision in all contracts in effect in Sydney and the northeastern county region while only 56 percent of the contracts in the Halifax-Dartmouth area provide for the same.

NUMBER OF ARBITRATORS

Again this year and in accordance with the Nova Scotia Trade Union act the single umpire method for arbitration disputes was found to be prominent in most agreements. Seven out of nine agreements in the Halifax-Dartmouth area; three out of three in the northeastern county area and eleven out of twelve in the Sydney area specified this method for final settlement of contract disputes.

COMPLAINANT'S STATUS

The status of an employee considering himself unfairly dismissed from his job was clearly defined in two of the selected areas. In Sydney the majority of contracts did not provide that an employee be reimbursed for time lost if subsequently exonerated.

PAID STATUTORY HOLIDAYS

Collective agreements in the Sydney area provide for a varied number of paid statutory holidays (if not worked) ranging from Labour Day only to nine holidays per year. The majority of contracts in the other areas did not provide for this type of statutory holiday.

PREMIUM RATES FOR STATUTORY HOLIDAYS WORKED

Only in the Sydney area did the majority of contracts analysed provide for premium rates of pay for statutory holidays worked. Double time and triple time were the most prevalent premium rates; however, if an employee did not work on the particular holiday he would not receive any pay.

PAID VACATIONS

The majority of agreements in the Halifax-Dartmouth and northeastern county region call for six percent vacation pay in lieu of vacation time. Vacation pay of eight and nine percent characterize agreements in the Sydney area. In addition two contracts in the Halifax-Dartmouth area provide for two weeks vacation after one year's service and three weeks vacation after ten year's service rather than the usual vacation pay benefit.

OVERTIME

Generally speaking, the majority of contracts in all areas provide for time and one-half after daily or weekly hours and double time on Saturdays and Sundays. Of course, there were variations to the general rule which recorded such provisions as time and one-half for the first two hours and double time thereafter for work performed after daily hours; time and one-half on Saturday morning and double time in the afternoon; triple time and one-half for work performed on Sundays.

SHIFT PROVISIONS

Agreements analyzed for the Halifax-Dartmouth area did not record any meaningful trend toward a common shift premium clause. Three of the nine contracts specified eight hours pay for seven hours worked. The contracts covering the northeastern portion of the Province also did not favour any specific shift provision clause.

Unlike the aforementioned areas, the analysis indicated that contracts in the Sydney area favour eight hours pay for seven hours worked for work performed on a shift other than the normal working shift.

I. UNION SECURITY PROVISIONS

I. UNION SECURITY PROVISIONS

TERM OF AGREEMENT

Approximately three-fifths of the agreements in the 1973 survey call for a contract life within a two to three year span as compared to slightly less than one-half of the agreements analyzed in 1971.

EMPLOYER UNIT

Slightly over 60 percent of the contracts analyzed were entered into on a single employer basis while nearly one-third were represented by an employer association.

SECURITY PROVISIONS

Union shop has become the most prominent type of security provision appearing in 99 percent of all agreements analyzed. This compares with slightly less than 70 percent in 1971.

CHECK-OFF

Ninety-nine percent of the agreements stipulated that the payment of union dues was a necessary prerequisite for continued employment.

HIRING PROCEDURE

Approximately the same hiring procedure distribution was evidenced this year as in 1971 as nearly 90 percent of all contracts called for preference to be given to union members in case of additions to the work force. Only when the union could not provide the necessary workers could the employer hire from outside the union ranks.

I. UNION SECURITY PROVISIONS

TABLE 1: TERM OF AGREEMENT

PROVISION	NUMBER OF AGREEMENTS	PERCENTAGE
More than one but less than two	3	3.1
Two years	13	13.3
More than two but less than three	56	57.0
Three years	13	13.3
More than three years	13	13.3
TOTAL	98	100.0

TABLE 2: EMPLOYER UNIT

PROVISION	NUMBER OF AGREEMENTS	PERCENTAGE
Single employer	62	63.3
Several employers	5	5.1
Employer association	31	31.6
TOTAL	98	100.0

TABLE 3: SECURITY PROVISIONS

PROVISION	NUMBER OF AGREEMENTS	PERCENTAGE
Closed shop	-	-
Union shop	97	99.0
Modified union shop with maintanance of membership	-	-
Rand formula	-	-
Modified rand formula	1	1.0
TOTAL	98	100.0

TABLE 4: CHECK-OFF

PROVISION	NUMBER OF AGREEMENTS	PERCENTAGE
Compulsory for all employees with closed or union shop	97	99.0
Compulsory for all employees without closed or union shop	1	1.0
TOTAL	98	100.0

TABLE 5: HIRING PROCEDURE

PROVISION	NUMBER OF AGREEMENTS	PERCENTAGE
Preferential hiring of union members	87	88.8
Preferential hiring of local members	-	-
No provision	11	11.2
TOTAL	98	100.0

II. EMPLOYEES SECURITY PROVISIONS

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GRIEVANCE PROCEDURE

The incidence of grievance procedure machinery was found much more frequently in contracts analyzed this year than in 1971. Approximately 93 percent of the agreements studied made specific provision to exact procedures for initiating a grievance, that is, whether it be written or oral. Only seven percent of the agreements did not specify a time period in which an aggrieved employee was to make his grievance known.

Forty-two percent of the agreements did not stipulate what the complainant's status was following dismissal, that is, whether he could be reimbursed if exonerated or whether he could appeal his case following dismissal.

Slightly over ninety-six percent of the agreements analyzed in the survey stipulated the exact composition of the arbitration board. Almost ninety-one percent of these contracts stipulated the single arbitrator method as compared to only 59 percent in 1971.

II. EMPLOYEES SECURITY PROVISIONS

TABLE 6: GRIEVANCE PROCEDURE

PROVISION	NUMBER OF AGREEMENTS	PERCENTAGE
Mode of Presentation		
Written	38	38.8
Oral	51	52.1
Either written or oral	2	2.0
Not specifically stated	7	7.1
No provision	-	-
TOTAL	98	100.0
Length of Time to Initiate Grievance		
24 hours	1	1.0
48 hours	35	35.8
2 working days	2	2.0
3 working days	1	1.0
5 working days	20	20.4
7 working days	3	3.1
10 working days	21	21.5
15 working days	1	1.0
One month	1	1.0
Not specifically stated	12	12.2
No provision	1	1.0
TOTAL	98	100.0

TABLE 6: GRIEVANCE PROCEDURE (cont'd)

PROVISION	NUMBER OF AGREEMENTS	PERCENTAGE
Number of Arbitrators		
Single umpire	89	90.8
Three man board	5	5.1
No provision	4	4.1
TOTAL	98	100.0
Complainant's Status		
Suspended at discretion of employer, re-imbursement if exonerated	57	58.2
No provision	41	41.8
TOTAL	98	100.0

III. ECONOMIC FACTORS PROVISIONS

III. ECONOMIC FACTORS PROVISIONS

HOURS OF WORK

The percentage of agreements calling for a 40-hour work week is similar to the 1971 result, namely, over 90 percent of the contracts stipulate this type of work schedule on a five day basis.

OVERTIME RATES

Premium rates of pay for work performed after daily or weekly hours ranged from time and one-half for all overtime worked to double time. Only one agreement specified this latter provision.

For work performed on Saturdays and Sundays, double time was the most prominent provision appearing 66 percent and 96 percent respectively.

SHIFT PROVISION

As in the 1971 survey, the clause having the highest frequency in regards to work performed on a shift other than normal remained at eight hours pay for seven hours worked.

"PAID" STATUTORY HOLIDAYS

The number of agreements allowing for payment on a statutory holiday, when not worked, increased from 41 percent in 1971 to 77 percent in 1973. Supplemental pay of triple time and payment of two percent holiday pay were the most prominent methods of remuneration. Only one-quarter of the agreements in 1973 required the employee to render the normal shifts prior to and following a holiday.

STATUTORY HOLIDAYS PAID AT PREMIUM RATES (IF WORKED)

All but seven of the agreements analyzed provided that when an employee worked on a statutory holiday, such hours would be paid at a premium rate; however, if not worked, no pay would be forthcoming. Ninety percent of the agreements provided for a premium rate of pay of double time.

EMPLOYMENT RATIO OF APPRENTICES TO JOURNEYMEN

Various trades have different requirements as to the maximum number of apprentices that must serve under a specified number of journeymen. The ratio ranges from one apprentice to one journeymen, to one apprentice to five journeymen.

INDUSTRIAL SAFETY

A significant increase in the number of contracts providing for safety clauses were noted in this survey period. In addition, the number of contracts providing for safety equipment and work clothing at no cost to the employee was observed this year.

FRINGE BENEFITS

A wide variety of fringe benefits ranging from paid rest periods to subsistence allowance to adequate eating and toilet facilities were found in a varying percentage of the agreements studied. Of the 17 classifications utilized, twelve were found in more than 50 percent of the contracts indicating an increasing awareness towards fringe benefits over the two year period. In fact, benefits relating to subsistence and travel allowance as well as notice of layoff have increased markedly over the two year period since 1971.

BASE RATE INCREASE

The base rate increase is calculated compoundly utilizing the following formula: $\log 1 + r = \frac{12}{P} (\log Wn - \log Wo)$

Where r times 100 is the average annual percentage increase expressed at the compounded rate, P is the duration of the contract expressed in months, Wn is the wage rate on the last day of the new agreement and Wo is the wage rate on the last day of the old agreement.

By using this method, increases in wages expressed as a percentage facilitate the comparison of settlements of differing duration and accurately reflects the annual rate at which wages are increasing. (See Table 16, Page 25)

III. E C O N O M I C F A C T O R S P R O V I S I O N S

TABLE 7: HOURS OF WORK

PROVISION	NUMBER OF AGREEMENTS	PERCENTAGE
40 hours per week	90	91.9
45 hours per week	1	1.0
Either 40 or 50 hours per week	2	2.0
50 hours per week	5	5.1
TOTAL	98	100.0

TABLE 8: OVERTIME RATES: DAILY AND WEEKLY HOURS

PROVISION	NUMBER OF AGREEMENTS	PERCENTAGE
Time and one-half	24	24.5
Time and one-half for two hours and double time thereafter	43	43.9
Time and one-half for four hours and double time thereafter	8	8.2
Time and one-half for six hours and double time thereafter	13	13.3
Time and one-half for first three hours and double time thereafter	1	1.0
Time and one-half for ten hours and double time thereafter	1	1.0

TABLE 8: OVERTIME RATES: DAILY OR WEEKLY HOURS (cont'd)

PROVISION	NUMBER OF AGREEMENTS	PERCENTAGE
Time and one-half after ten hours	1	1.0
Time and one-half to midnight then double time thereafter	1	1.0
Double time	6	6.1
TOTAL	98	100.0
Overtime Rates on Saturday		
Time and one-half	8	8.2
Time and one-half for two hours and double time thereafter	2	2.0
Time and one-half for four hours and double time thereafter	1	1.0
Double time	66	67.4
Double time after midnight	1	1.0
Double time in afternoon	1	1.0
Time and one-half in A.M. and double time in P.M.	18	18.4
No provision	1	1.0
TOTAL	98	100.0

TABLE 8: OVERTIME RATES: DAILY AND WEEKLY HOURS (cont'd)

PROVISION	NUMBER OF AGREEMENTS	PERCENTAGE
Overtime Rates on Sunday		
Time and one-half	1	1.0
Double time	94	96.0
Triple time and one-half	1	1.0
No provision	2	2.0
TOTAL	98	100.0

TABLE 9: SHIFT PROVISION

PROVISION	NUMBER OF AGREEMENTS	PERCENTAGE
Eight hours pay for seven hours worked	62	63.3
Second and third shifts - fifteen percent over basic rate	4	4.1
Additional ten percent to those on shift work	12	12.3
Second and third shift - one-fifth regular rate	1	1.0
Night work - ten hours pay for eight hours worked; after five consecutive days of night work- nine hours pay for eight hours worked	1	1.0
Second and third shift - over seven hours paid at time and one-half	6	6.1
Second shift - eight hours pay for seven and one-half hours worked; third shift - eight hours pay for seven hours worked	1	1.0

TABLE 9: SHIFT PROVISION (cont'd)

PROVISION	NUMBER OF AGREEMENTS	PERCENTAGE
Second shift - fifteen percent; third shift - eighteen percent	1	1.0
Second shift to midnight - fifteen percent; from midnight to eight A.M. - twenty percent	1	1.0
Additional twelve and one-half percent to those on shift work	1	1.0
No provision	8	8.2
TOTAL	98	100.0

TABLE 10: PAID STATUTORY HOLIDAYS

PROVISION	NUMBER OF AGREEMENTS	PERCENTAGE
Paid Statutory Holidays (if not worked)		
Labour Day only	10	10.2
Two	4	4.1
Three	11	11.2
Four	2	2.0
Five	2	2.0
Six	3	3.1
Eight	3	3.1
Nine	2	2.0
Two percent holiday pay	37	37.8
Three percent holiday pay	2	2.0
No provision	22	22.5
TOTAL	98	100.0

TABLE 10: PAID STATUTORY HOLIDAYS (cont'd)

PROVISION	NUMBER OF AGREEMENTS	PERCENTAGE
Premium Rates for "Paid" Statutory Holidays Worked		
Double time	12	12.2
Double time and one-half	2	2.0
Triple time	21	21.4
Triple time and one-half	1	1.0
No provision	62	63.4
TOTAL	98	100.0
Requirements for "Paid" Statutory Holidays		
Render normal shifts prior to and following holiday	25	25.5
Render normal shifts prior to and following holiday plus twenty working days	1	1.0
Render normal shifts prior to and following holiday plus previous week	7	7.1
No provision	65	66.4
TOTAL	98	100.0

TABLE 11: STATUTORY HOLIDAYS

PROVISION	NUMBER OF AGREEMENTS	PERCENTAGE
Statutory Holidays Paid at Premium Rates (if worked)		
Two	2	2.0
Three	1	1.0
Four	1	1.0
Five	11	11.2
Six	6	6.1
Seven	3	3.1
Eight	19	19.5
Nine	48	49.0
No provision	7	7.1
TOTAL	98	100.0
Premium Rates for Non-Paid Statutory Worked		
Time and one-half	1	1.0
Double time	88	89.8
Triple time and one-half	1	1.0
No provision	8	8.2
TOTAL	98	100.0

TABLE 12: VACATION PAY

PROVISION	NUMBER OF AGREEMENTS	PERCENTAGE
Four percent	2	2.0
Six percent	42	43.0
Seven percent	2	2.0
Eight percent	31	31.7
Nine percent	16	16.3
Ten percent	1	1.0
See agreement[1]	2	2.0
No provision	2	2.0
TOTAL	98	100.0

TABLE 13: EMPLOYMENT RATIO OF APPRENTICES TO JOURNEYMEN

PROVISION	NUMBER OF AGREEMENTS	PERCENTAGE
One apprentice to one journeyman	1	1.0
One apprentice to one journeyman or one apprentice to two journeymen	1	1.0
One apprentice to two journeymen	5	5.1
One apprentice to three journeymen	8	8.2
One apprentice to four journeymen	9	9.2
One apprentice to five journeymen	1	1.0
No provision	73	74.5
TOTAL	98	100.0

[1] Two agreements specify two weeks vacation after one year's service and three weeks vacation after ten year's service.

TABLE 14: INDUSTRIAL SAFETY

PROVISION	WITH PROVISION	%	NO PROVISION	%	TOTAL	%
Safety	64	65.3	34	34.7	98	100.0
First Aid	27	27.6	71	72.4	98	100.0
Safety equipment -at no cost to employee	43	43.9	55	56.1	98	100.0
Work clothing -at no cost to employee	48	49.0	50	51.0	98	100.0

TABLE 15: FRINGE BENEFITS

PROVISION	WITH PROVISION	%	NO PROVISION	%	TOTAL	%
Paid rest periods	86	87.8	12	12.2	98	100.0
Apprenticeship training program	44	44.9	54	55.1	98	100.0
Reporting pay guarantee - general	7	7.1	91	92.9	98	100.0
One hour	5	5.1	93	94.9	98	100.0
Two hours	51	52.0	47	48.0	98	100.0
Three Hours	1	1.0	97	99.0	98	100.0
Four hours	23	23.5	75	76.5	98	100.0
Call-out pay guarantee	17	17.3	81	82.7	98	100.0
Notice of layoff	83	84.7	15	15.3	98	100.0
Tools when provided free or at reduced rates by company	39	39.8	59	60.2	98	100.0
Storage space for tools	28	28.6	70	71.4	98	100.0
Joint conference board	50	51.0	48	49.0	98	100.0
Commuting allowance	19	19.4	79	80.6	98	100.0

TABLE 15: FRINGE BENEFITS (cont'd)

PROVISION	WITH PROVISION	%	NO PROVISION	%	TOTAL	%
Board and lodging allowance	91	92.9	7	7.1	98	100.0
Allowance for travel to work inside city limits or other designated area	59	60.2	39	39.8	98	100.0
Allowance for travel to work outside city limits or other designated area	51	52.0	47	48.0	98	100.0
Availability of drinking water	72	73.5	26	26.5	98	100.0
Toilet facilities	68	69.4	30	30.6	98	100.0
Adequate eating facilities	73	74.5	25	25.5	98	100.0
Provision limiting or prohibiting moonlighting	54	55.1	44	44.9	98	100.0
Height pay	52	53.1	46	46.9	98	100.0

TABLE 16: BASE RATE INCREASE

	Lowest Wage Paid		Base Rate Increase	
	1971 ($)	1973 ($)	1971 (%)	1973 (%)
Male	4.00	4.00	13.0	8.6

NOTE: The annual base wage increase is calculated as a percentage of the lowest wage paid in all agreements and therefore is expressed as an average.

APPENDIX I

LIST OF COMPANIES AND ASSOCIATIONS

COVERED BY BUILDING

TRADES SURVEY

Arrow Construction Limited
Atlantic Masonry Limited
Babcock & Wilcox Canada Limited
Bell-Rose Plumbing Maritime Limited
John Burns Limited
Canadian Industries Limited
Canatom Mon-Max
H. E. Carson & Sons (N.S.) Limited
Catalytic Construction of Canada Limited
Clayton Developments Limited
Construction Association of Nova Scotia
Crichton Crushing Limited
Croft Metal Products Limited
Cunningham-Limp Limited
Dartmouth Drywall Limited
D.H.I. Limited
Dominic Support & Forms Limited
D.U.C. Masonry Company Limited
Elm Construction Limited
D. J. Floyd Construction Limited
E.S. Fox Limited
Goodyear Paving Limited
Gregories & Freres Limited
Gulf Construction Company Limited
Historic Properties Limited
Joneljim Concrete Construction Limited
Keltic Construction Limited
Leith's Services Limited
Levatte's Construction Company Limited
J. & M. MacIntosh Equipment Rentals Limited
William B. MacRae Limited
Martell's Construction Limited
E. S. Martin Construction Limited
Fraser Mason & Fraser Limited
Miller & Hughes Limited

APPENDIX I (cont'd)

Mobile Mix Limited
Municipal Ready Mix Limited
Munro & Allen Rentals
Norvon Enterprises Limited
Pioneer Construction Company Limited
Queens Square Development Limited
Reliable Masonry Company Limited
Residential Contract Carpet Limited
Rome Masonry Limited
Scotia Crane Limited
Scotia Glass Limited
South Shore Ready Mix Limited
Standard Paving Maritime Limited
Steed and Evans (Maritimes) Limited
The Truckers Association of Nova Scotia
Turners Transfer
Union Construction
Waverley Construction Company
Whally Construction Limited

APPENDIX II

LIST OF UNIONS IN

BUILDING TRADES SURVEY

International Brotherhood of BOILERMAKERS, Iron Ship Builders, Blacksmiths, Forgers and Helpers

BRICKLAYERS, Masons and Plasterers' International Union of America

International Association of BRIDGE, Structural and Ornamental Iron Workers

United Brotherhood of CARPENTERS and Joiners of America

International Brotherhood of ELECTRICAL Workers

International Union of Operating ENGINEERS

International Association of Heat and Frost INSULATORS and Asbestos Workers

LABOURERS' International Union of America

International Brotherhood of PAINTERS and Allied Trades of America

Operative PLASTERERS' and Cement Masons International Association of the United States and Canada

United Association of Journeymen and Apprentices of the PLUMBING and Pipefitting Industry of the United States and Canada

SHEET Metal Workers' International Association

International Brotherhood of TEAMSTERS, Chauffeurs, Warehousemen and Helpers of America

CURRENT PUBLICATIONS - NOVA SCOTIA DEPARTMENT OF LABOUR

1. Directory of Labour Unions in Nova Scotia - 1973. (1973)
2. Labour Legislation in Nova Scotia - 1973. (1973)
3. Labour Organization in Nova Scotia - 1972/73. (1973)
4. Nova Scotia Department of Labour Annual Report - 1973. (1973)
5. 1972 Wage Rates, Salaries and Hours of Labour in Nova Scotia. (1973)
6. Collective Agreement Survey in the Building Trades of the Construction Industry - 1973. (1973)
7. Collective Agreement Survey in the Manufacturing Industry - 1973. (1973)
8. Collective Agreement Survey in Nova Scotia Hospitals - 1973. (1973)
9. Collective Agreement Survey in Transportation, Communication and Other Utilities; Trade; Public Administration and Defence - 1972. (1972)
10. Working Conditions in Nova Scotia - 1973. (1973)
11. Selected Labour Statistics for Nova Scotia - 1972. (1972)
12. Apprenticeship Training in Nova Scotia - 1971. (1971)
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